Enlisted Retention Task Force Conference V

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference IV
Agenda

1. FY00 FTAP close out brief
2. FY01 retention start up
3. Working Group I, Retention Policy, presentation
4. Working Group II, Career Planning, presentation
5. Working Group III, Incentives, presentation
6. Conclusion

FY00 FTAP

Capt Cody

MMEA-61

FTAP STATUS/COMPARISON

	FY99 As of 990901	FY00 As of 000905
• Goal	5473 (100%)	5787 (100%)
• Auth/Pend	9 (.002%)	29 (.5%)
• Executed	5474 (100%)	5809(100.3%)
• Totals	5483 (100.1%)	5838(100.8%)

FY 00 FTAP

LATMOVES

As of 000905

FY00

- **Authorized: 19**
- **Executed: 660**
- **Total: 679**

FY 00 FTAP

PSEP as of 000905

Authorized/Pending

52

Executed

472

Total

524

FY 00 FTAP

Early Reenlistments Executed	**292**
Cross FY Extensions Executed	**178**

FY 00 FTAP

Command Apportioning

As of 000905

	LANT	PAC	MCCDC	RES MCRC
FY00 GOAL	2267	2930	469	123
AUTH/EX	2242	2694	486	119
	19			

FY 01 FTAP

FY01 FTAP

- **Accept RELMs on 1 July 2000 (MARADMIN 329/00)**
- **FY01 SRB Program (MARADMIN 436/00)**
- **CMC FY01 Campaign Plan (ALMAR 034/00**
- **CMC retention video (At DMCS)**
- **Missioning MARADMIN (To be released th week)**
- **School seat MARADMIN (To be released by 1 Oct 00)**

FY01 Reenlistment Incentives/Tools

- Increase of Zone B/C SRB cap to 35K
- Lump Sum SRB payment
- Full four-year SRB eligibility
- Duty station preferences for first term Marines
- Latmoves (complimentary/bonus programs)
- Incentive schools

FY 01 FTAP

Current Progress

Goal	**6065**
Packages on Deck	**1254**
Authorized	**778**

Working Group I
Policy

Lt Col McMannis

MPP-20

Working Group I, Policy

ISSUE	STATUS	REMARKS
Lump Sum SRB	Approved	MarAdmin 436/00
RRB	Approved	Submit for Law change
Increase E-9's	Approved	Beginning CY01's boards
Career Force Reenlist Requirement	Approved	Establish model capability
Service Limits	No action taken	
Variable Selection Opportunity	No action taken	

Working Group II
Career Planning

Lt Col Wagner

MMEA-6

Working Group II, Career Planning

- Status of previous proposal:

Follow on Training

  - Still under review by DC, M&RA

Steps to further professionalize the Career Planning Force

Short term (FY01)

- Add instructors to Career Planner School.
- Conduct a course content review board (CCRB) at Career Planner School.
- Recognize Career Planner of the year along side recruiter and DI of the year.
- Develop PMOS 8422.

Steps to further professionalize the Career Planning Force

Mid term (FY02)

- Implement PMOS 8422.
  - Begin at Sgt/SSgt.
  - MOS assigned after successfully completing CP School.
- Continue enhancements for follow on training at Career Planning School.

Cost Estimate to further enhance Career Planning School

Follow on Training

- Start up $ 55K
- Instructor Fee $ 7K
- Leader's Kit $ 18K (60 x $292.00)
- Participant's Kit $ 66K (263 x $252.00)
- Video $150K
- Opportunity Book $ 69K [(323x$120.00)+$30K (*Start up*)]
- **Total:** $365K ($215K *minus the video*)

Cost Estimate to further enhance Career Planning School

Annual Fee:

- Leader's Kit $ 6K (20 x $292.00)
- Participant's Kit $ 30K (120 x $252.00)
- Opportunity Book $ 15K (120 x $120.00)
- **Total:** $ 51K

- Note: Cost will continue to decrease as PMOS 8422 is established.

Steps to further professionalize the Career Planning Force

Long term (FY03)

- Further enhance Career Planning School.
- Assign first term and career missions to Career Planners.
- Evaluate Special Duty Assignment (SDA) for Career Planners.

Establish PMOS 8422

Why?

- Future retention goals will not decrease.
- Commanders will have properly trained Marines dedicated to assist in meeting retention goals by rank and by MOS.
- HQMC will gain improved cognizance over the Career Planning Force.
- Less than 2% of CP Force on second tour.

The Career Planning Force

Questions?

Working Group III
Incentives

Lt Col Wagner

MMEA-6

Working Group III, Incentives

- Status of previous proposal: *Uniforms*
  - Still under review by DC, M&RA
- New proposal: **Bonus points**

Bonus Points

- **Advantages**
  - Provide commanders with an attractive tool to assist unit retention efforts.
  - Targets Cpls (58% of FY01 FTAP pop.).
  - Assists Marines in slow promoting MOSs.
  - Majority supported at the 2000 Sergeants Major Symposium.

Bonus Points

- **Disadvantages**
  - Based on reenlistment not performance.
  - Does not apply to the entire FTAP population.
  - Possibly dilutes promotion system.
  - Potential to promote less qualified Marines.

Bonus Points

- **Recommendation**
  - Table this initiative until a later date.

- **Discussion**

Enlisted Retention Task Force

Conclusion

Col A. A. Washington

Task Force Chairman